

## **ADDENDUM - INITIAL STATEMENT OF REASONS**

### **Commission Regulations 1005, 1007, and 1008**

### **Learning Domains 25 & 42 – Training and Testing Specifications for Peace Officer Basic Courses**

At the May 30, 2019 and February 13, 2020 meetings, the Commission approved the proposed amendments to Learning Domains 25 and 42 - Training and Testing Specifications for the Peace Officer Basic Courses.

### **Justification – Regulation 1005, 1007, and 1008 (Learning Domains 25 & 42 – Training and Testing Specifications for Peace Officer Basic Courses)**

AB 2504 added section 13519.41 to the Penal Code, requiring POST to develop and implement a course of training on sexual orientation and gender identity minorities in the Regular Basic Course (RBC). The new mandate requires the content to include the terminology used to identify and describe sexual orientation and gender identity and how to create an inclusive workplace within law enforcement for sexual orientation and gender identity minorities.

### **LEGEND OF RECOMMENDATIONS**

#### **Training & Testing Specifications for**

#### **Peace Officer Basic Courses**

October 1, 2020

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25-2	Learning Need III, A – Added new objective 1) Making contact with members of the LGBTQ community, this was added to comply with Penal Code Section 13519.41(b)(5) as peace officers need to be aware domestic violence calls can also include members of the LGBTQ community and what may be different about those calls.
42-3	Added new Learning Need IV – This section was added to include training in regards to sexual orientation and gender identity the skills necessary to understand, effectively communicate, and respond to the needs of the community and the law enforcement work place. (Penal Code Section 13519.41)
42-3	Learning Need IV, A – Objective added to discuss the difference between sexual orientation and gender identity. Peace officers need to be aware of the differences between sexual orientation and gender identity in order to respond appropriately to calls for service. (Penal Code Section 13519.41(b)(1))
42-4	Learning Need IV, B –Objective added to discuss how sexual orientation and gender identity intersect with each other, race, culture, religion. Peace officers need to know how sexual orientation and gender identity intersect with each other, race, culture, and religion in order to respond appropriately to calls for service. (Penal Code Section 13519.41(b)(1))
42-4	Learning Need IV, C – Objective added to define the terminology used to identify and describe the difference between sexual orientation and gender identity. Peace officers need to be aware of the different terminology used to identify and describe the difference between sexual orientation and gender identity in order for them to respond appropriately to calls for service. (Penal Code Section 13519.41(b)(2))
42-4	Learning Need IV, D – Objective added to discuss the ways to create an inclusive workplace within law enforcement for sexual orientation and gender identify minorities, including: 1) demonstrating respect for diversity 2) recognizing personal bias and its potential negative effect on workplace conduct 3) honoring the right to

**ADDENDUM - INITIAL STATEMENT OF REASONS****Commission Regulations 1005, 1007, and 1008****Learning Domains 25 & 42 – Training and Testing Specifications for Peace Officer Basic Courses**

	privacy and confidentiality 4) not making assumptions 5) understanding reason why employees may not report incidents of harassment/discrimination added objective to comply with law and emerging training needs. Peace officers need to have a working knowledge of what it means to have an inclusive workplace within law enforcement for sexual orientation and gender identity minorities.
42-4	Learning Need IV, E – Objective added to identify important moments in history related to sexual orientation and gender identify minorities and law enforcement including 1) protests 2) changes in law 3) defining moments added objective to comply with law and emerging training needs. Peace officers need to be aware of important moments related to sexual orientation and gender identity minorities, and law enforcement. This will give them better understanding of the LGBTQ community and respond appropriately to calls for service. (Penal Code Section 13519.41(b)(4))
42-7	Required Learning Activity VIII, A, 2, Updated to include sexual orientation and gender identity to comport with the contemporary language in the law. The word homophobia was removed because it was found to be derogatory and out dated.